



# STATE OF INDIANA

**Mitchell E. Daniels, Jr.**  
**Governor**

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD  
INDIANA GOVERNMENT CENTER NORTH  
100 NORTH SENATE AVENUE, SUITE N1049  
INDIANAPOLIS, IN 46204-2211  
(317) 233-6620  
(317) 233-6632 FAX

September 2, 2010

Adam Horst, Budget Director  
Budget Agency  
212 State House  
Indianapolis IN 46204

Dear Mr. Horst:

Enclosed is the Indiana Education Employment Relations Board's (Agency #505) budget submission for the 2012-13 Biennium.

## MISSION

The Indiana Education Employment Relations Board (IEERB) was established in order to promote harmonious and cooperative relationships between public school teachers and the school corporations they serve, thereby improving the educational process for Hoosier children.

To fulfill this mission, the legislature established IEERB as the administrator of Public Law 217, the Certificated Educational Employee Bargaining Act (IC 20-29), referred to as "CEEBA" by the courts. IEERB's primary goal is to provide its mandated functions expeditiously and effectively and to assist the related parties in exploring innovative ways of improving the changing labor relationship.

## AGENCY PROGRAMS

Indiana Code 20-29-3-12 (quoted below in pertinent part) mandates IEERB perform the following functions:

- Sec. 12. The board shall organize the board's staff to provide for the functions of:
- (1) unit determination and representation;
  - (2) unfair labor practice processing;
  - (3) conciliation and mediation;
  - (4) fact finding; and
  - (5) research.

As added by P.L. 1-2005, SEC. 13.

Prioritized, the Agency's functions would be:

1. Conciliation and mediation
2. Unfair labor practice processing
3. Research
4. Fact-finding
5. Unit determination and representation

## ACCOMPLISHMENTS OVER LAST TWO YEARS

1. Reviewed and revised internal processes to utilize best practices for Unfair Labor Practice cases, Mediations and Fact-Findings.
2. Significantly increased services provided without increasing our staff.
3. Accelerated the processing of decisions by our ad hoc panelists.
4. Agency staff members gave presentations at several constituent-sponsored conferences and workshops as well as providing internal educational offerings for our ad hoc panelists.
5. Continued mediation of unfair labor practices. This has saved tax payers hundreds of thousands of dollars in past 2 years.
6. Revamped ad hoc panel with new, more qualified panelists.
7. Continued outreach initiatives to customers including schools and superintendents, unions and regional colleges and universities.
8. Developed excellent working relationships with customer groups and resources such as IAPSS, ISBA, IASBO, ISTA, IFT, and FMCS.
9. Complied with all informational and research requests from our constituents.
10. The Agency has achieved green targets on 83% of metric assessments during this period.
11. Developed a good working relationship with DOE for the first time in the Agency's history.

## OBJECTIVES FOR NEXT BIENNIUM

The objectives for our agency are to meet or exceed all statutory and requested duties while exercising fiscal responsibility.

## CURRENT SERVICES THAT ARE STATUTORILY MANDATED

1. Task/function: ULP processing  
Status: Mandated  
Past performance: Excellent  
Strategy: Continue to support agency's legal counsel in processing unfair practice cases in a timely and efficient manner.  
Cost: None  
Timetable: Immediate and on-going
2. Task/Function: Contract (interest) Mediation and Maintenance of Ad Hoc Panel  
Status: Mandated  
Past performance: Excellent.  
Strategy: Upgrade ad-hoc panel, conduct regular training for ad-hocs, solicit constituent input on mediator performance, increase monitoring of unsettled contracts where assistance may be needed.  
Cost: None  
Timetable: Immediate and on-going
3. Task/function: Fact-finding  
Status: Mandated  
Past performance: Very good. The process, however, is dated and increasingly less effective.

Strategy: Continue to offer training on school finance, attempt to revise process, improve turn-around time, solicit constituent input on strategies to improve and revise the process.

Cost: None

Timetable: On-going

4. Task/Function: Improved Communication  
Status: Non-mandated  
Past performance: Excellent  
Strategy: Periodic informal roundtable discussions with parties; monitoring contact progress; continue our outreach program to state colleges and universities.  
Cost: No anticipated cost.  
Timetable: On-going
5. Task/Function: Metrics  
Status: Mandated  
Past performance: Progressively improving  
Strategy: Continue to monitor our performance measurements and modify as appropriate.  
Cost: None  
Timetable: On-going
8. Task/Function: Unfair Labor Practice (ULP) Mediation  
Status: Mandated  
Past performance: Mixed  
Strategy: Use our in-house General Counsel as much as practical.  
Cost: Negligible  
Timetable: On-going.

#### NEW PROGRAMS

We have no new programs scheduled due to budgetary constraints. We will be able to comply with all statutory requirements of the Agency.

Thank you for your consideration of our 2012-13 Biennium budget submission for the Indiana Education Employment Relations Board.

Yours truly,

Michael W. McConnell, Ed., D  
Chairman

**INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD  
100 NORTH SENATE AVENUE SUITE N1049  
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317-233-6620**

Michael W. McConnell, Ed.D, Chairman  
Oren Skinner, Member  
Stephen Hayford, Member

Members appointed by Governor; Chairman appointed and is full-time.

**ADMINISTRATIVE OPERATIONS DIVISION**

Michael W. McConnell, Chairman  
Amy A. Matthews, General Counsel  
Maureen R. Johnson, Admin. Asst. 3  
Susan Gaha, Secretary 3

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Services, Central Records, Budget, Accounting & Fund Administration,  
Personnel Management, Supply and Office Reception.

**CONCILIATION DIVISION**

Vicki E. Martin, Director, Conciliation Services

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Public Law 217 Board Advisories Mediation, Fact Finding & Arbitration,  
Unfair Labor Practice Hearings, & Unit Determination Hearings and  
Elections.

**RESEARCH DIVISION**

Amy A. Matthews, Director  
Vacant, Paralegal (PAT 4)

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Collection and Dissemination of Data Relative to Public Sector Bargaining  
Under P.L. 217.